

**CORRECTIONAL CAPTAIN
REVIEW OF JOB ANALYSIS
BACKGROUND INFORMATION**

Date of Study: November 27 - 29, 2007

Collective Bargaining Identification: M06

Job Analysis Conducted By: Tamara Martinez-Long, Associate Personnel Analyst
Office of Selection Services

Number of Incumbents: There are 52 incumbents in this classification per the State Controller's Office Filled/Vacant Position Report dated October 15, 2007.

Names of the Subject Matter Expert(s) and their background:

**Paul Palmer, Correctional Administrator, Department of Corrections (DOC)
Folsom State Prison (FSP)**

Mr. Palmer has been a Correctional Administrator with the CDCR at the FSP for the past 6 months. Previously, he worked as a Facility Captain for 10 years, as well as, a Correctional Captain for 2 months at FSP. Mr. Palmer has been with the CDCR for 28 years.

**Thomas Fifield, Correctional Administrator, Department of Corrections (DOC)
California Men's Colony (CMC)**

Mr. Fifield has been a Correctional Administrator with the Department of Corrections and Rehabilitation (CDCR) at the CMC for the past 9 months. Previously, he worked as the Correctional Business Manager II at the CMC for 3 ½ years, as well as, the Correctional Plant Manager II, at Salinas Valley State Prison for 2 years. Mr. Fifield has been with the CDCR for 21 years.

**Tim Perez, Correctional Administrator, Department of Corrections (DOC)
High Desert State Prison (HDSP)**

Mr. Perez has been a Correctional Administrator with the CDCR at the HDSP for the past 2 years. Previously, he worked as a Correctional Captain for 3 years, as well as, a Facility Captain for 4 months at HDSP. Mr. Perez has been with the CDCR for 21 years.

**Ernie Facio, Correctional Captain
San Quentin State Prison**

Mr. Facio has been a Correctional Captain at San Quentin State Prison for 1 year. He has been with the CDCR for over 19 years.

CORRECTIONAL CAPTAIN

COMMENTS: SMEs reviewed the existing job analysis for Correctional Captain, dated November/December 2004, to provide any necessary updates/changes. Minor changes were made to include language and title changes consistent with the Department's reorganization of July 1, 2005. Willingness statements were added.